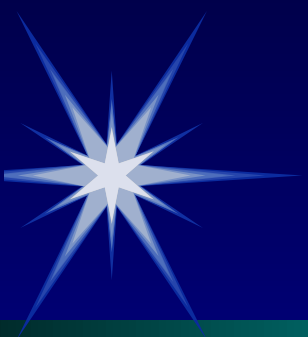


Military Equal Opportunity (MEO)

Sexual Harassment Awareness and Prevention

88 ABW/ME
Building 169
1811 Van Patton Drive
Wright-Patterson AFB OH 45433-5336
(937) 257-5028



Overview

- Guidelines / Policies
 - Definition
 - Examples
 - Prevention
 - Roles and Responsibilities



Sexual Harassment Guidelines

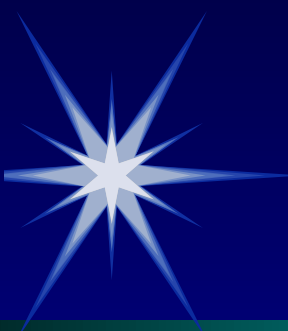
- Title VII of the Civil Rights Act of 1964
- ▢ 1980 Guidelines of the EEOC
- ▢ DOD Policy
- ▢ Air Force Policy
- ▢ Commander / Management Policy
- ▢ AF Sexual Harassment Hotline: 1-866-229-7074



Sexual Harassment

Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when....

(A) Submission to such conduct is made either explicitly or implicitly a term or



Sexual Harassment

Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when....

(B) Submission to or rejection of such conduct by a person is used as a basis



Sexual Harassment

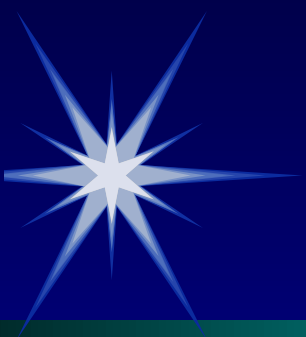
Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when....

(C) Such conduct has the purpose or effect of interfering with an



Sexual Harassment

This definition emphasizes that workplace conduct to be actionable as “abusive work environment” harassment, need not result in concrete psychological harm to the victim, but rather need only be so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the work environment as hostile or offensive. Workplace is



Sexual Harassment

Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a military member or civilian employee.

Any military member or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature.



Sexual Harassment

Any UNWANTED behavior of a
SEXUAL nature



Senior Commander's Policy

Zero Tolerance for
Discrimination and Sexual
Harassment



Physical

- Massaging a person's neck, shoulder, etc.
- Touching a person's body, clothes, or hair
- Hugging, kissing, or patting
- Brushing up against a person
- Caressing, fondling, stroking, grabbing, or "goosing"
- Body or pelvic movements that mimic sexual acts
- Exposing one's anatomy



Verbal

- Discussion of sexual topics
- Sexual comments about a person's body, etc.
- Sexual jokes and stories
- Pressuring someone for a date
- Inappropriate references
- Whistling, cat-calls, howling, lip-smacking, etc.
- Telling lies or spreading rumors about a person



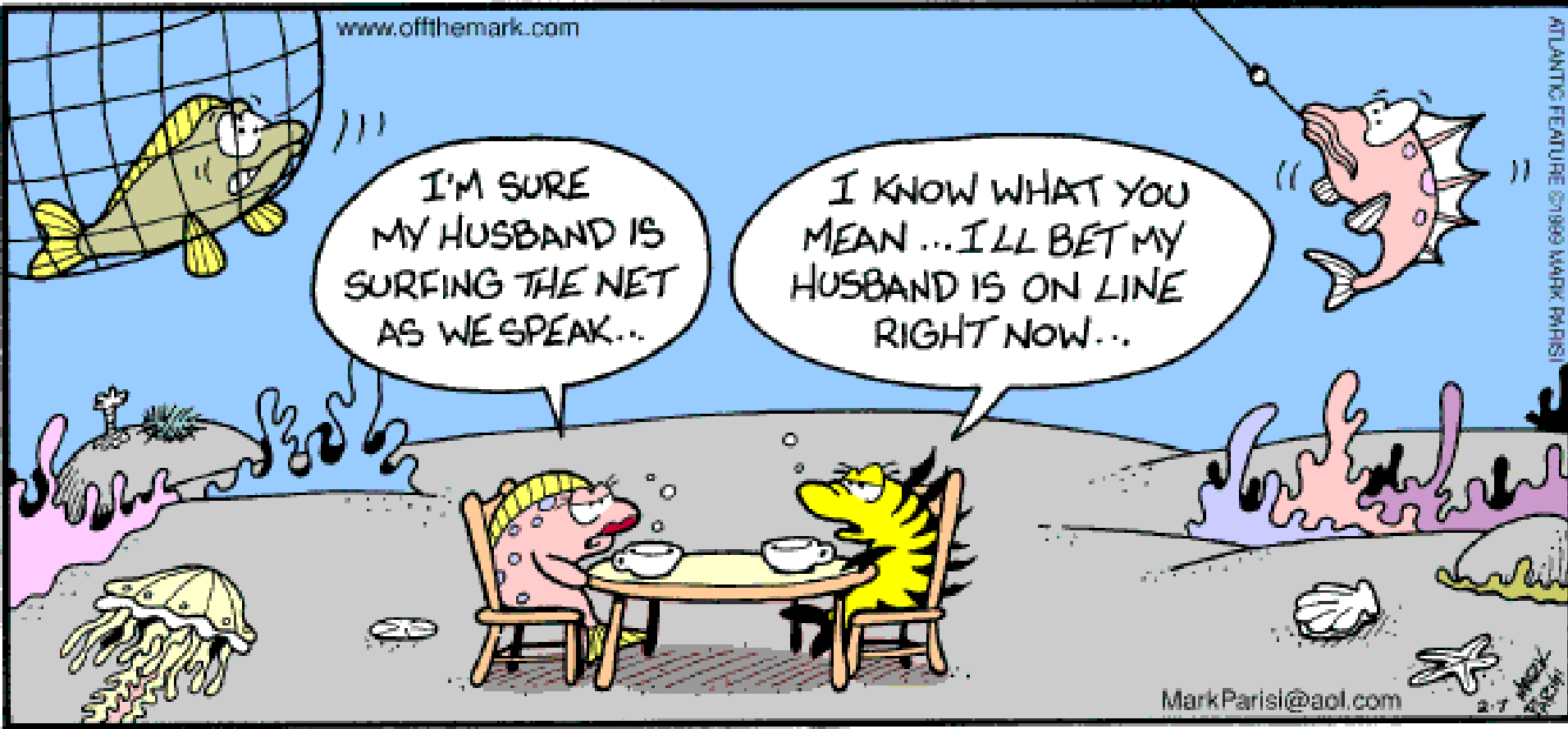
Non-verbal

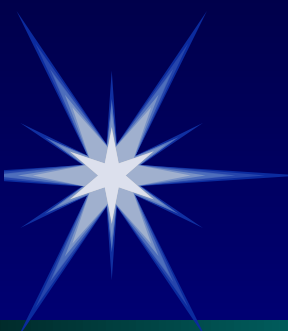
- Blocking a person's path
- Staring and glaring, looking a person up and down
- Following a person
- Displaying sexually suggestive visuals/materials
- Licking lips, winking, throwing kisses
- Making sexual gestures with hands or body
- Unwanted gifts, letters, or cards

Computers & MEO

Purview

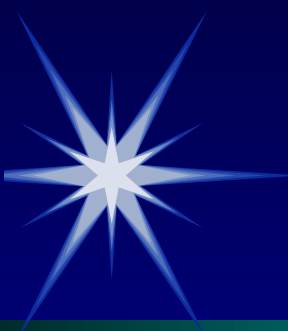
Use does not extend to harassing e-mail, displaying or sending hate literature (swastikas, neo-nazi material), surfing sexually oriented sites, or downloading sexually oriented material





Why do people sexually harass?

- Exert power, dominance, and control
- Manipulate and influence
- Violate and abuse
- Organizational norm
- Peer Pressure
- Victims of misperceptions and mixed communications



Intentions Vs. Impact

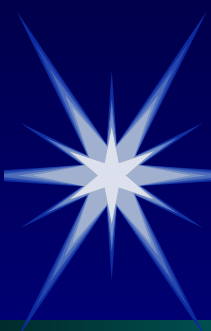
“Unwelcome” is determined by the recipient of the behavior; not the individual engaging in the behavior.



Resolution

- Confront the harasser
- Keep a record of occurrences; dates, and times
- Talk to supervisor or someone in management chain
- Clearly state the behavior is unwelcome / don't ignore

Talk to: EOT Complaint Specialist
EEO Counselor (Civilian)



Other Agencies/Options

- Chain of Command
- ▢ Legal
- ▢ Area Defense Counsel
- ▢ Inspector General
- ▢ Command Chief Master Sergeant
- ▢ Chaplain
- ▢ Housing Referral
- ▢ Mental Health Flight
- ▢ Equal Employment Opportunity Counselor (Civilian)
- ▢ Security Forces Squadron (Assault/Sexual Assault)



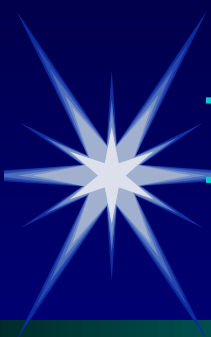
Effects on the Individual

- Emotional and Physical Pain
- Less Effective Job Performance
- Financial Problems



Effects on the Organization

- Lower morale and teamwork
- Communication barriers and breakdowns
- Less productivity
- Increased safety hazards
- Costly investigations
- Legal and financial liabilities
- Poor public image



Effects on the Perpetrator

- Stress / anxiety
- Lower productivity
- Reputation / image
jeopardized
- Personal / marital life
jeopardized
- Career damage
- Financial liability

Individual's Role

- Develop an EO awareness/involvement
- Perform self evaluation for discriminatory behavior(s)
- Comply with Air Force policy
- Model behavior which fosters positive human relations
- Know your chain of command/helping agencies



Victim's Role

- Recognize when standards aren't being met
- Clarify perceptions versus fact
- Document what occurred... who, what, when, where
- Consider confronting alleged offender
- Use chain of command, MEO, EEO, etc



Friend/Coworker's Role

- ▢ Be a good listener and take action
- ▢ Encourage formal/informal resolution in a timely manner
- ▢ Report to proper authorities if necessary
- ▢ Follow up



Supervisor's Role

- ❑ Set positive example on/off duty
- ❑ Enforce EO policy
- ❑ Take action on every issue
- ❑ Address rumors
- ❑ Keep chain of command informed of issues affecting workplace
- ❑ Give feedback on issues worked



Commander's Role

- ❑ Reiterate AF EO Policy
- ❑ Open Door Policy
- ❑ Address every issue
- ❑ Take appropriate action (s) to end unlawful discrimination/sexual harassment and ensure there are no reprisals
- ❑ Brief complainant/alleged offender on results
- ❑ Correct management deficiencies
- ❑ Report results of EO issues worked to

